ACTIVITY 17.1 | How Does Your Organization Measure Up?

Directions: Check off each statement on the list below that describes your organization or department.

Affirmative action is effective when:

_____ There is a good-faith effort to recruit, hire, train, and promote qualified employees from under-represented groups.

_____ The composition of management staff reflects the composition of the workforce in general.

_____ Internal networking surfaces qualified candidates who are from diverse groups.

_____ Mechanisms exist to identify and mentor diverse employees who show promotional potential.

_____ Managers recognize it as their responsibility to make progress in building teams that reflect the composition of the workforce.

_____ There are few gripes about preferential treatment and reverse discrimination.

_____ Diverse individuals who are promoted are accepted in their new positions by the rest of staff.

_____ Managers' pay raises are tied to achieving affirmative action goals.

Differences are valued when:

_____ Turnover among all groups is relatively proportionate.

_____ Employees form friendships across racial, cultural, lifestyle, and gender lines.

_____ Employees talk openly about differences in backgrounds, values, and needs.

_____ No group in the organization is the target of ridicule, jokes, or slurs.

_____ Individuals feel comfortable being themselves at work.

_____ It would not be surprising to employees if the next CEO is not a Euro-American, able-bodied man.

Diversity is being managed effectively when:

_____ Leave, absentee, and holiday policies are flexible enough to suit everyone.

_____ Cultural conflicts are resolved and not allowed to fester and escalate.

_____ Employees of all backgrounds feel free to give input and make requests to management.

_____ Diverse employees take advantage of career enhancement opportunities.

_____ Diverse teams work cooperatively and harmoniously.

_____ Productivity of diverse teams is high.

_____ Managers get commitment and cooperation from their diverse staffs.

_____ Organizational procedures such as performance review and career development have been restructured to suit the diverse needs of employees.

_____ There is diverse staff at all levels.

Inclusion is evident in the organization when:

_____ Diverse representation and viewpoints are routinely sought in decision-making.

_____ The culture continues to evolve to adjust to new groups and issues.

_____ Systems, policies, and practices continue to be reviewed and adjusted to meet the changing needs of staff and customers.

_____ External stakeholders are appropriately included in decision-making.

_____ Task forces, teams, and workgroups are routinely made up of diverse members.

_____ Leaders and managers seek out a variety of opinions and perspectives before making decisions.

_____ All parts of the workforce are involved in continuous self examination and learning.